



DEPARTMENT OF HEALTH AND HUMAN SERVICES

**NAVAJO AREA
INDIAN HEALTH SERVICE**



VACANCY ANNOUNCEMENT

FD-06-123

OPENING DATE

09-22-06

CLOSING DATE

10-05-06

POSITION

Dental Assistant

LOCATION AND DUTY STATION

Dental Services
Fort Defiance Indian Hospital,
Fort Defiance, AZ

GRADE/SALARY

GS-0681-02, \$20,687 per annum

GS-0681-03, \$22,572 per annum

GS-0681-04, \$25,338 per annum

NUMBER OF VACANCIES

One (1) Vacancy PCN: 156852

APPOINTMENT: Permanent

WORK SCHEDULE: Full Time

SUPERVISORY/MANAGERIAL: NO

HOUSING: PRIVATE HOUSING ONLY

AREA OF CONSIDERATION: Commuting Area

TRAVEL/MOVING: No Expenses Paid

PROMOTION POTENTIAL: Yes, To Grade: 04

DUTIES: Performs chair side duties which encompass all routine dental assisting procedures in general dentistry. May act as receptionist and schedule patient appointments as necessary. Is able to properly record all treatment rendered to patients and accurately retrieve and file dental charts. Routes patients for medical laboratory procedures, completes dental laboratory work orders in compliance with dentist's instructions. Is responsible for cleaning, sharpening, packaging and sterilizing all dental instruments and for proper storage when not in use. Prepares patient and operator for proper dental procedures including setting up the proper instruments necessary. Properly expose, processes and mounts radiographs as directed by dental officer. Is able to perform routine dental laboratory procedures, including pouring and trimming models, constructing custom trays, fabricating base plates and bite rims and minor prosthetic repairs as directed by dentist. Responsible for keeping clinic well supplies and requisitioning supplies and equipment. Relays to patient post treatment instructions (may interpret dentist's instructions in Navajo) as well as motivating and instructing patients in proper preventive techniques and oral hygiene. Maintains the dental clinic in a clean and orderly manner.

QUALIFICATION REQUIREMENTS: *YOUR DESCRIPTION OF WORK EXPERIENCE, LEVEL OF RESPONSIBILITY, AND ACCOMPLISHMENTS WILL BE USED TO DETERMINE THAT YOU MEET THE FOLLOWING REQUIREMENTS.*

POSITIVE EDUCATION REQUIREMENT: NONE

LICENSURE REQUIRED: NONE

POSITION IS LOCATED IN SMOKE-FREE ENVIRONMENT.



NOTE: Public Law 97-35 requires that persons who administer radiological procedures meet the credentialing standards in 42 CFR Part 75. Essentially, they must (1) have successfully completed an educational program that meets or exceeds the standards described in that regulation, and is accredited by an organization recognized by the Department of Education, and (2) be certified as radiographers in their field. **Certification should be submitted with application to receive consideration for this position.**

<u>BASIC REQUIREMENTS:</u>	<u>General</u>	<u>Specialized</u>	<u>Total</u>
GS-02:	13 weeks	None	13 weeks
GS-03:	26 weeks	None	26 weeks
GS-04:	26 weeks	26 weeks	52 weeks

GENERAL EXPERIENCE: (1) Any type of work that demonstrates the applicant's ability to perform the work of the position, or (2) experience that provided a familiarity with the subject matter or process of the broad subject area of the occupation.

SPECIALIZED EXPERIENCE: Experience in dental assistant to general or specialized dentistry, dental assistant (Expanded function) work or any combination of these appropriate to the position to be filled.

SUBSTITUTION OF EDUCATION FOR EXPERIENCE: **GS-03:** Successful completion of (a) 52 weeks dental assistant program or completion of a 52 week weeks of a dental hygiene program accredited by the American Dental Association's Commission on Accreditation that included a course in radiation physics; radiation biology; radiation health, safety and protection; x-ray films and radio-graphics film quality, radio-graphics techniques; darkroom and processing techniques; and film mounting; or (b) practical nurse training approved by the appropriate State, territory or District of Columbia accrediting body. **Transcripts must be submitted by the closing date to receive credit for education.**

GS-04: Successful completion of a 2-year dental assistant program or completion of a 2-year dental hygiene program accredited by the American Dental Association 's Commission on Accreditation that included at least 12 semester hours of courses such as those shown above for **GS-03.** **Transcripts must be submitted by the closing date to receive credit for education**

SELECTIVE PLACEMENT FACTOR: NONE

TIME-IN-GRADE REQUIREMENTS: A candidate may be advanced to a position in grade GS-5 or below if:

- (1) The position is no more than two grades above the lowest grade level he/she held within the proceeding year under non-temporary appointment; or
- (2) He/she met the above restriction for advancement of the grade of the position to be filled, at any time in the past; or
- (3) He/she previously held a position to be filled, at any time under any type of appointment.

LEGAL AND REGULATORY REQUIREMENTS: Candidates must meet time-after-competitive appointment, time-in-grade, and qualification requirements by the closing date of the vacancy announcement.

CONDITION OF EMPLOYMENT: Immunization Requirement - All persons born after 12-31-56 must provide proof of immunity to Rubella and Measles. Serology testing to confirm immunity and/or immunizations will be provided free of charge. Special consideration may be allowed to individuals who are allergic to a component of a vaccine, have a history of severe reaction to a vaccine, or who are currently pregnant. This applies to candidates for positions in any Service Unit or any Area Office position which requires regular work at a Service Unit.

REASONABLE ACCOMMODATION: This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

NOTE: Refer to OPM Operating Manual Qualification Standard Handbook or IHS Excepted Service Qualification Standard, Series **GS-681** for complete information. Substitution of education for experience will be made in accordance with those standards. For more complete information, contact your servicing Personnel Office.

WHO MAY APPLY

Merit Promotion Plan (MPP) Candidates: Applications will be accepted from status eligibles (e.g., reinstatement eligibles and current permanent employees in the competitive Federal service) and from current permanent IHS employees in the Excepted Federal Service who are entitled to Indian Preference.

Excepted Service Examining Plan (ESEP) Candidates: Applications will be accepted from individuals entitled to Indian Preference. Current Permanent IHS Excepted Service employees and Competitive Service employees or Reinstatement eligibles entitled to Indian Preference may also apply under the provisions of the Indian Health Service Excepted Service Examining Plan. These candidates **MUST** indicate on their application whether their application is submitted under the IHS Excepted Service Examining Plan or both.

Applications will also be accepted from individuals eligible for non-competitive appointment (e.g., applicants eligible for appointment under the Veterans Readjustment Act, the severely handicapped, those with a 30% or more compensable service-connected disability).

INFORMATION FOR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION UNDER THE INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP):

If you are a displaced Federal employee, you may be entitled to receive special priority selection under the ICTAP. To receive this priority consideration, you must:

1. Be a displaced Federal employee. You must submit a copy of the appropriate documentation such as RIF separation notice, a letter from OPM or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered displaced employees.
 - A. Current or former career or career-conditional (tenure group I or II) competitive service employees who:
 1. Received a specific RIF separation notice; or
 2. Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place; or
 3. Retired with a disability and whose disability annuity has been or is being terminated; or
 4. Upon receipt of a RIF separation notice returned on the effective date of the RIF and submits a Standard Form 50 that indicates "Retirement in lieu of RIF"; OR
 5. Retired under the discontinued service retirement option; or
 6. Was separated because he/she declined a transfer of function or directed reassignment to another commuting area. OR

B. Former Military Reserve or National Guard Technicians who are receiving a special Office of Personnel Management (OPM) disability retirement annuity under section 8337 (h) or 8456 or Title 5 United States Code.

2. Be applying for position as or below the grade level of the position from which you have been separated. The position at or below must not have a greater promotion potential than the position from which you are separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement.)
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date and meet all the application criteria (e.g., submit all required documentation, etc)
6. Be rated well qualified for the position including documented selective factors, quality ranking factors, physical requirements with reasonable accommodations and is able to satisfactorily perform the duties of the position upon entry.

EVALUATION CRITERIA: Evaluation will be made of Experience, Performance Appraisals, Training, Letters of Commendation, Self-Development, Awards and Outside Activities which are related to this position. To receive full credit for your qualifications, provide a narrative statement, which describes fully all aspects of your background as they relate to the knowledge, skills, and abilities (KSA's) outlined below and show the level of accomplishments and degree of responsibility.

The KSA's in your narrative statement will be the principle basis for determining whether or not you are highly qualified for the position. Describe your qualification in each of the following.

1. **Knowledge of instruments, materials, and standardized dental procedures to provide chair side assistance.**
2. **Skill in operating and adjusting dental x-ray equipment includes knowledge of dental anatomy and bone structures of the face to take diagnostic radiographs.**
3. **Ability to meet, deal, and communicate orally with a variety of individuals.**

SEE ATTACHED SUPPLEMENTAL QUESTIONNAIRE FOR DEFINITIONS.

NOTE: **Declaration for Federal Employment (OF-306)** and the **IHS Addendum to the Declaration for Federal Employment** must be completed and submitted with original signature to determine your suitability for Federal employment, to authorize a background investigation, and to certify the accuracy of all the information in your application. Responding “yes” to any one of the two questions on the **Addendum** can make you ineligible for employment in this position. **If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be fined or jailed.**

HOW & WHERE TO APPLY: All applicants must submit **ONE** of the following to the Fort Defiance Indian Hospital, Personnel Department, P. O. Box 649, Fort Defiance, AZ 86504, by the close of business (5:00 PM) on the closing date. For more information contact: Aaron Arviso, Human Resource Assistant at (928) 729-8256.

1. OF-612, Optional Application for Federal Employment; **OR**
2. Resume; **OR**
3. other written application format plus college transcripts, a copy of your most recent performance appraisal any other necessary documentation pertinent to the position being filled.

A copy of an Official Bureau of Indian Affairs Preference Certificate, BIA Form 4432 (or equivalent form issued by a Tribe authorized by P.L. 93-638 contract to perform the certification function on behalf of the BIA), signed by the appropriate BIA Official, **must be submitted if the applicant claims Indian Preference** OR appropriate BIA form showing 50% or more blood quantum if applicant is not an enrolled tribal member. Navajo Area Indian Health Service employees claiming Indian Preference need not submit the BIA Form 4432, but must state such documentation is contained in their Official Personnel Folder.

INFORMATION REQUIRED FOR RESUMES AND OTHER APPLICATION FORMATS:

Resumes or other application formats must contain all of the information listed below in sufficient detail to enable the personnel office to make a determination that you have the required qualifications for the position. **SPECIFICALLY, THE INFORMATION PROVIDED UNDER #8 (HIGH SCHOOL), #9 (COLLEGES AND UNIVERSITIES) AND #10 (WORK EXPERIENCE) WILL BE USED TO EVALUATE YOUR QUALIFICATIONS FOR THIS POSITION. FAILURE TO INCLUDE ANY OF THE INFORMATION LISTED BELOW MAY RESULT IN LOSS OF CONSIDERATION FOR THIS POSITION.**

1. Announcement Number, Title and Grade of the job for which you are applying.
2. Full Name, Mailing Address (with Zip Code) and Day and Evening Phone Numbers (with Area Codes).
3. Social Security Number.
4. Country of Citizenship.
5. Veteran's Preference Certificate: DD-214, indicating discharge and/or SF-15 if claiming 10 point preference. Veteran's Preference is not applicable to current DHHS permanent employees, Federal employees with competitive status, or reinstatement eligibles.
6. Copy of the latest SF-50, Notification of Personnel Action, if current or prior Federal employee.
7. Highest Federal civilian grade held (give series and dates held).
8. High School: Name, City, State (Zip Code if known) and date of Diploma or GED.
9. Colleges and Universities: Name, City, State (Zip Code if known), majors, type and year of any degrees received (if no degree, show total semester or quarter hours earned); preferably attach transcripts.
10. Work Experience (Paid and Non-Paid): Job title, duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and ending dates (month/year), hours per week, and salary.
11. Indicate if we may contact your current supervisor.
12. Job related training courses, skills, certificates, registrations and licenses (current only), honors, awards, special accomplishments.

ADDITIONAL INFORMATION WILL NOT BE SOLICITED BY THIS OFFICE.

NOTE: Persons who submit incomplete applications will be given credit only for the information they provide and may not, therefore, receive full credit for their veteran preference determination, Indian preference, education, training, and/or experience.

ADDITIONAL SELECTIONS: Additional or alternate selections may be made within 90 days from the date the certificate was issued if the position becomes vacant or to fill an identical additional position in the same geographic location.

INDIAN PREFERENCE: Preference in filling vacancies is given to qualified Indian candidates in accordance with the Indian Preference Act. In other than this, the IHS is an Equal Opportunity Employer.

VETERANS PREFERENCE: Veterans who are preference eligible or who have been separated from the armed forces under honorable conditions after three (3) years or more of continuous active service may apply.

SELECTIVE SERVICE CERTIFICATION: If you are male born after 12-31-59, and you want to be employed by the Federal Government, you must (subject to certain exemptions) be registered with the Selective Service System. Submit a copy of registration to verify compliance.

EQUAL EMPLOYMENT OPPORTUNITY: SELECTION FOR POSITIONS WILL BE BASED SOLELY ON MERIT WITH NO DISCRIMINATION FOR NON-MERIT REASONS SUCH AS RACE, COLOR, RELIGION, GENDER, SEXUAL ORIENTATION, NATIONAL ORIGIN, POLITICS, MARITAL STATUS, PHYSICAL HANDICAP, AGE, OR MEMBERSHIP OR NON-MEMBERSHIP IN AN EMPLOYEE ORGANIZATION. PROMOTION OR APPOINTMENTS WILL NOT BE BASED ON PERSONAL RELATIONSHIP OR OTHER TYPES OF PERSONAL FAVORITISM OR PATRONAGE.

Human Resource Clearance

Date

EACH APPLICATION FORM AND DOCUMENT MUST BE INDIVIDUALLY IDENTIFIED BY THIS ANNOUNCEMENT NUMBER – **FD-06-123**. ALL ORIGINAL DOCUMENTS AND COMPLETED APPLICATION FORMS MUST BE DUPLICATED BY THE APPLICANT BEFORE SUBMISSION AS WE DO NOT HONOR XEROX REQUESTS. THE APPLICATION AND ATTACHMENTS BECOME THE PROPERTY OF THIS PERSONNEL OFFICE AND WILL NOT BE RETURNED. ORIGINAL SIGNATURES ARE REQUIRED ON THE APPLICATION FORM AND THE SUPPLEMENTAL QUESTIONNAIRE. ONLY MATERIAL SUBMITTED BY THE CLOSING DATE WILL BE CONSIDERED.

Electronic or Faxed application and documents will not be accepted.

SUPPLEMENTAL QUESTIONNAIRE

Dental Assistant, GS-681-02/03/04

1. **KNOWLEDGE OF INSTRUMENTS, MATERIALS, AND STANDARDIZED DENTAL PROCEDURES TO PROVIDE CHAIR SIDE ASSISTANCE.** The person in this position must be able to provide chair side assistance in all phases of dental procedures including restorative, prosthodontic, oral surgery, endodontic and periodontal treatments. Must be able to pass instructs and materials to and retrieve them from the dentists as instructed. What in your background indicates you possess this knowledge?

What was duration of these activities?

Who can verify this information? (Provide telephone number)

2. **SKILL IN OPERATING AND ADJUSTING DENTAL X-RAY EQUIPMENT INCLUDES KNOWLEDGE OF DENTAL ANATOMY AND BONE STRUCTURES OF THE FACE TO TAKE DIAGNOSTIC RADIOGRAPHS.** The person in this position must be able to operate and adjust dental x-ray equipment. Must be able to identify proper positioning of face to take diagnostic radiographs and develops and finishes film reading. What in your background indicates you possess this ability?

What was duration of these activities?

Who can verify this information? (Provide telephone number)

3. **ABILITY TO MEET, DEAL, AND COMMUNICATE WITH A VARIETY OF INDIVIDUALS.** This is the ability to establish and maintain positive interpersonal relationships by utilizing tact, sensitivity and mature judgment with a variety of individuals; ability to express oneself orally to provide or obtain information. What in your background indicates you possess this ability?

What was duration of these activities?

Who can verify this information? (Provide telephone number)

CERTIFICATION

I *CERTIFY* that all of the statements made in the above questionnaire are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signature

Date